

## THE IMPLEMENTING OF THE SCHOOL PRINCIPAL TO IMPROVING THE PERFORMANCE OF TEACHERS

Tien Rafida<sup>1</sup>, Nurika Khalila Daulay<sup>2</sup>,  
Atika Hanan Julia Harahap<sup>3</sup>

<sup>1</sup>FITK UIN Sumatera Utara Medan, Indonesia

<sup>2</sup>FITK UIN Sumatera Utara Medan, Indonesia

<sup>3</sup>Postgraduate student MPI UIN Sumatera Utara Medan, Indonesia

### Abstract

This study aimed to describe the implementation of communication principal in improving teacher performance at SDIT Bina Insan Batang Kuis. The purpose of this study is to reveal the function of the principal in communicating the vision, mission and goals of the school, to describe the performance of the teacher, to describe the form of communication the principal in improving the performance of teachers in SDIT Bina Insan Batang Kuis. This research is a phenomenological in qualitative approach. The data collection methods using the observation, interview and documentation. In analyzing the data the researcher used qualitative analysis with steps of data exposure, data reduction and conclusion drawing. The results of his research founded that the function of the school principal in communicating the vision and mission and goals of the school at SDIT Bina Insan Batang Kuis has been well implemented and the performance of teachers at SDIT Bina Insan Batang Kuis has not been implemented well enough and the form of school principal communication in improving teacher performance at SDIT Bina Insan Batang has not optimally.

Keywords: communication, principal, and teacher performance

## INTRODUCTION

In the reality, human was created as a social creature. The creatures that cannot live without the help of others around it. Every human activity consists of various elements of life. One of them is communication, communication is a means to establish a relationship between someone with others, therefore communication becomes a close part in human life. Most of the human life is filled with communication, whether with family members, friends, neighbors, associates, or with yourself. Through communication, people can exchange information, share, develop themselves, and various other benefits.

Without communication, humans will not be able to thrive. As a social creature, interaction with fellow human beings is beneficial to reinforce our human existence. Communication is essential for all aspects of human life. With human communication can express ideas, feelings, hopes and impressions to others and understand the ideas, feelings and impressions of others. Communication not only encourages the full development of humanity, but also creates an indispensable social relationship in any social group.

The principal can play an active role as a good communicator for teachers, with the ability to supervise the teacher's performance so as to achieve the expected objectives, whether it is the form of communication used by the principal in the form of verbal communication or Nonverbal. Although later, the school principal's communication is used differently to each teacher in the institution that he attended the most important is the creation of good communication between the school principal and teachers because of the leadership of the principal that is said to be successful is the principal who can foster teachers in order to carry out their duties honestly, responsibly, effectively and efficiently. Besides, the leadership must also be able to provide motivation, establish good communication, and able to provide supervision or oversight of the optimal.

Based on initial observation, activities that have been coordinated by the principal of SD IT Bina Insan has been carried out according to the curriculum and vision of mission and objectives of the school. But in fact, the headmaster still has constraints in communicating and optimizing the performance of teachers, one of which in terms of implementation is still inconsistent and lack of attention to the implementation of activities that have been implemented, often teachers change or move for various reasons, forcing the principal to recruit new teachers. Therefore, the principal returned to provide an understanding of the curriculum and vision of the school mission, especially regarding the culture of schools that are based on Islamic, which is a much different school based in the curriculum and culture with other schools.

## METHOD

The method of this study using qualitative approach with a phenomenological research. The phenomenological approach relates to the understanding of how everyday, the world is intersubjectively (the World of life). Phenomenologists aim to interpret the social action of the observer being observed. This approach is a process of research that takes descriptive data to describe the content of the data in this research is a form of school principal in improving teacher performance.

This research reveals facts based on the data obtained from the school principal and teachers at the school SDIT Bina Insan Batang Kuis, as the place of research with supported information from the chairman of the foundation, the principal, the Educators, energy education and students. The data source that can be used in this research is based on the data source of the primary data source with the object of the school principal and teachers in the school SDIT Bina Insan Batang Kuis. The secondary data sources are derived from documents on curriculum preparation, education calendar, achievement documents, and teachers' information, both from teachers, students, and other education professionals in the school, as well as the reference books regarding the implementation of the school principal's

communication in improving the teacher's performance. To obtain the research data, the researchers used for data collection are observations, interviews and documentation studies and for analysis of data researchers using the Milles and Hubberman models, namely data reduction, data presentation and give conclusions. To respect the validity of the data, the author follows Rosady Ruslan's opinion (2008:219-220) with the stages of credibility, transferability, dependability, and confirmability.

## RESULTS AND DISCUSSION

Based on the findings, it can be seen that the function of the school principal in communicating the vision, mission and objectives of the school in SDIT Bina Insan Batang Kuis has been carried out well in accordance with the function of the school principal. The function of the headmaster plays an active role in communicating the vision, mission and objectives of the school by (Mesiono, 2012) explains that in the performance of the principal work, it is a heavy work that demands extra skills In carrying out its duties, the principal should at least be able to function as educator, manager, administrator, supervisor, leader, innovator and motivator.

The performance findings of teachers in SDIT Bina Insan Batang Quiz can be said to be good enough, that the performance of the teacher can be interpreted as achievement or results achieved by a person based on the work process that takes place in the process of achieving the objectives Predefined in the organization. SDIT principal of Bina Insan Batang Quiz performs teacher performance assessment based on teacher discipline, responsibility and communication. This in line with the view of Edy Sitrisno (2010:176-178) suggests that the factors that affect the performance of employees are authority and responsibility, each employee who is in the organization knows what is the right and responsibilities in order to achieve organizational objectives. The discipline of employees who are in the organization both superiors and subordinates will give patterns to the

organizational performance. The one's initiative relates to thinking, creativity in the form of ideas to plan something related to the organizational goals.

The function of the headmaster in communicating the vision, mission and objectives of the school in SDIT Bina Insan Batang Quiz covers seven things, which is the school principal acting as an educator, the principal plays as a manager, the principal serves as Administrator, the principal serves as the supervisor, the principal played as a leader, the school principal SDIT Bina Insan Batang Quiz serves as a motivator based on the ability of the headmaster to provide encouragement such as advice. The research findings can explain that the communication characteristics of the principal in improving the performance of teachers in SDIT Bina Insan Batang Quiz is good and influential enough in terms of improving the teacher's performance, because the principal is able to become role model Teachers in school. It can be seen how the teachers respect the school principal as leaders, and can be seen how the school's personality in leading the school.

The communication characteristics of the school principal in improving the performance of teachers in SDIT Bina Insan Batang Kuis is quite good based on the results of interviews to teachers whose principals use a form of verbal communication that is a form of communication With polite, kind, polite and well-appointed words that the headmaster applied daily when interacting with the teacher. The communication characteristics of the school principal in improving the performance of teachers in SDIT Bina Insan Batang Kuis is quite good based on the results of interviews to teachers whose principals use a form of verbal communication that is a form of communication With polite, kind, polite and well-appointed words that the headmaster applied daily when interacting with the teacher. Then the headmaster used a form of non-verbal communication that is a form of communication done by the principal is a form of communication in expressing face that corresponds to mood, body movements that imply concern

Teachers, and the communication that the principal does when there is a call to a problematic teacher using the face to face.

## CONCLUSION

The performance of teachers in SDIT Bina Insan Batang Kuis can be categorized well because it has been in accordance with the activities that teachers do in improving the performance of teachers that include the planning of teaching and learning process conducted by the teacher and the principal has The beginning of the new academic year through school program coordination meetings. Organizing the teacher's teaching and learning process by determining the syllabus, compiling RPP, determining the student's rate, designing a list of student grades based on star achievement and attendance. To implement the teaching and learning process that teachers do by conducting methods of learning to students, the learning methods that teachers do according to the needs of their students. Evaluate the teaching and learning process performed by teachers with the principal by addressing the problems that arise in the learning process through the teacher's monthly coordination meeting with the principal. While the principal's assessment is in assessing the teacher's performance, the headmaster uses disciplinary assessment, responsibility assessment and teacher communication assessment.

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